

February 2022 | Volume 2 | Issue 2

CSEA Cerritos Chapter 161 Clipboard



AFL-CIO

Our Mission:

To improve the lives of our members, students, and community.

Cerritos Chapter 161 Members,

Welcome to the February edition of our chapter newsletter. I hope you are able to gain insight and information about what is going on in our union.

COVID-19 Webpage:

The [COVID-19 Updates](#) are available and updates are made regularly. You can view the [Spring 2022 Return to Campus Plan](#) as well as the update to the [facemask/coverings](#). Policies for booster and testing are found here as well.

Did you receive your safety kit? If you did not, ask your immediate manager for your kit today! It should include hand sanitizer along with a pack of surgical/cloth masks. As a reminder, you can request N95/KN95 masks to wear however, you can always opt to wear a surgical mask or double mask. Check out the [facemask/coverings PDF](#).



January Board of Trustees Recap:

The Cerritos Community College District is redistricting. [Redistricting](#) is the process of adjusting District lines every 10 years after the release of the U.S. Census. The District's proposed trustee areas are based on the 2020 Census data.

The redistricting process will establish new trustee areas based on criteria used nationally and upheld by courts:

- Contiguous – districts should not hop/jump
- Follow city/county/local government lines
- Relatively equal size – people, not citizens
- Maintain “communities of interest”
- Keep districts compact – appearance/function

On January 19, 2022, the Board of Trustees also approved a 5% annual increase to their monthly compensation.

The February meetings are scheduled for February 9 (Study Session) and February 16.

Go to <https://www.cerritos.edu/board/agendas-and-minutes.htm> to access meeting agenda/minutes and live video feed/archives. You may submit a public comment in person, via form, or through voicemail.

January CSEA Board of Directors Recap:

The CSEA Board of Directors approved to sponsor [SB-830-Supplemental Education Funding](#) and support [AB-558-School Meals: Child Nutrition Act of 2022](#). Revisions of Policy 210, 510, 610 and 618 were approved. Finally, Jody Grenier was duly elected as Alternate Area G Director.

CalPERS Pre-Retirement Workshops

As a reminder, CalPERS will be hosting Pre-Retirement workshops, weekly during the month of February. If you are interested in joining one of the workshops, register through the link sent by CSEA to your email on file. You can also view information available to active CalPERS members by going to

<https://www.calpers.ca.gov/page/active-members>

CSEA Website

The new CSEA website is up and running so if you have not checked it out, be sure to set up your account as all member content will be hosted here in the future. Check out the new website today! www.csea.com.

Reclassification

We have reached out to the District on the status of reclassification applications so we can begin this process. As a reminder, the reclassification committee consists of Irlanda Lopez, Erik Duane and Kathy Hogue. This year, Isabel Aguilar will be training to replace Irlanda Lopez on this committee in the future should the opportunity arise.

FREE Rapid Antigen Tests

Starting January 19, you can request free rapid antigen tests, without shipping fees, from the [federal government](#). (THIS IS FREE SHIPPING VIA USPS). This site is up and running, so you should be able to request it as of now.

Reach out to your health insurance provider for reimbursement on antigen tests.

Employment Opportunities/Hiring Committees

- You can find employment opportunities online at <https://www.schooljobs.com/careers/cerritos.edu>. If you or someone you know is interested in applying for these jobs, do so before the deadlines.
- With the posting of employment opportunities, members will have an opportunity to complete the interest form to be considered to serve on a hiring committee. Be sure to complete the interest form by the deadline to be considered.

It's never too late to join CSEA!

- Are you a classified employee and not part of CSEA? We urge you to join CSEA today! Visit www.csea.com/join and complete the online application. It's fast and your membership helps preserve all the benefits we enjoy today.
- Are you a CSEA member? Consider donating \$1 per month to the Victory Club. These funds help with lobbying legislation issues, board elections and much more. Reach out to an executive board member and we will help you fill out the application.

Meeting Opportunity Winners

Our January chapter meeting opportunity winners are Brenda Sierra, Michele Kingston and Monica Castro. Congratulations!

Do you want to know who you are?

DON'T ASK. ACT!

Action will delineate and define you.

– Thomas Jefferson



**In Solidarity,
Irlanda Lopez | Chapter President
CSEA Cerritos Chapter 161**

Upcoming Executive Board Meeting

Wednesday, February 9, 2022

11:00 am via Zoom

Meeting ID: 989 3733 7933

Upcoming Chapter Meeting

Wednesday, February 23, 2022

12:00 pm via Zoom

Meeting ID: 916 7224 4889

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Negotiation Update

We met with the district on January 14, 19, and 21, 2022, to establish ground rules and processes for our 3-year successor Collective Bargaining Agreement, to discuss the Mandatory Vaccination MOU, and the possibility of “hazard pay” or re-opening of the Return to Work (RTW) MOU.

3-Year Successor Contract

On February 2, 2022, we will meet with the district to start with our preliminary articles for negotiations.

We are working to make an Article 6: Health & Welfare Benefits proposal at this meeting. The district reports they will make an Article 7: Hours of Employment proposal concentrated on holiday pay.

Please view the next page for more negotiations information.

NEGOTIATING COMMITTEE

(* Team)

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Mandatory Vaccine MOU

At the January 21 meeting, we rejected the district's Mandatory Vaccination MOU counter to our December 9, 2021, proposal. This was due to an unfulfilled request we made on our December 9, 2021, counter to the district. On our December 9 proposal, we made a request for a classified seniority list before we could entertain a section called "consequences" on the districts counter (which is in line with AP/BP 2905). Due to the HR VP's sudden retirement and a change to an interim VP, our request was temporarily lost. I am happy to say we're back on track and the district is set to provide this classified seniority list in early February so that we can continue to negotiate the Mandatory Vaccine MOU.

Hazard Pay/RTW MOU

In our discussions with the district, it is clear the district does not feel as though pandemic conditions have changed warranting any introduction of hazard pay. Therefore, the need for hazard pay, according to the district does not exist. Our CSEA Team made multiple attempts in meetings to shed light on why we feel our members deserve hazard pay. We will continue to fight for you on this issue, but it is an uphill battle.

Medical Benefits MOU

On January 28, 2022, the members ratified the Medical Benefits MOU which will cover our medical benefits for the 2022 calendar year. For those who paid out-of-pocket to cover the cost of increase in their medical plan, you should be reimbursed as soon as the district is able to implement the ratified MOU.

Negotiations Committee

We will be holding negotiations committee elections in the upcoming month (Time/Date TBD) per our chapter constitution section 11.a.: ***The Negotiating Committee shall consist of the Chapter President or his/her designee as chairperson plus a maximum of four (4) representatives from each of the major job classifications as specified in Appendix A of the CSEA/District bargaining agreement.*** You will find these major job classifications in our Collective Bargaining Agreement: Appendix A.

We can always use more members. Currently we have underrepresentation or no representation in more than half of the job classifications. We have 11 members who speak for over 280 members.

The members who make up this hard-working committee are: Roxanne Mitchell, Ramona Mellgoza, Kathy Hogue, Michele Kingston, Carmen Lizarraga, Irlanda Lopez, Mayra Radillo, Joy Senf, Jan Senf, Sarah Pirtle, and Erik Duane. There is always a seat at the table for a member who wants to get involved. I look forward to a healthy turn-out when we have elections. Feel free to reach out to me, eduane@cerritos.edu with any questions about joining us.

Member Spotlight



Meet Amber Douglas!

Amber is the Banquet Chef in Culinary Arts. She has been on campus for 20 years. She enjoys playing with her dogs, cooking, and hanging with friends and family, watching football and basketball. She is a diehard Steelers fan! Say Hello to Amber!

Employee of the Month

Congratulations to Natalie Gordon, our December 2021, Employee of the Month! She is presently the Program Assistant II in Financial Aid and has been for the past year and a half.




She enjoys learning and creating things, so she's usually planning a new fun meal, making a new craft (right now she's practicing her embroidery with some dinner napkins). Reading science related non-fiction is another enjoyment along with wood working and has begun taking Woodworking classes at Cerritos!

Dreaming up new projects and building her home tool-kit are her plans for the new year!

We want to get to know you and introduce you to our Chapter 161 family.

Submit your response here:
tinyurl.com/Chapter161memberspotlight


DO YOU KNOW AN EMPLOYEE THAT GOES ABOVE AND BEYOND?



Outstanding Employee of the Month is an award presented to a classified or confidential employee who goes above and beyond their daily job duties. The purpose of the award is to recognize outstanding employees and to motivate all staff to do their very best.

If you know of a Classified/Confidential Employee that has made an outstanding contribution to the college, the community, students or to another staff member, have them recognized by the District!

Get the form here.




★ KNOW ★ — YOUR — RIGHTS

- If a supervisor calls you into a meeting, you may have reason to have your union representative present. These are your rights:
- If you think the meeting might lead to discipline, reprimand or dismissal, you have the right to union representation.
- Immediately notify your job steward or other union representative of your meeting with management.
- If the purpose of the meeting is investigatory and could lead to discipline and you have requested union representation, the employer must stop the meeting or reschedule it until a representative is present.
- You must ask for union representation. The employer does not have to advise you of your rights.
- If you request union representation and it is denied, you have the right to refuse to answer any questions that could be used against you. However, do NOT refuse to attend the meeting. CONTACT your representative immediately.

Remember, you must demand your right to union representation.

This is your right under the 1975 U.S. Supreme Court Weingarten Decision.

DID YOU KNOW?

That there is a Catastrophic Illness/ Injury Leave donation plan?

The purpose of this plan is to allow eligible participating employees with a catastrophic illness or injury to solicit donations of vacation and/or sick leave from other participants.

The intent is to ensure that the catastrophically ill or injured employees continue to remain in paid status for the primary purpose of maintaining medical benefits during their recovery period. The secondary purpose is to enable them to remain in paid status.

You can find more information on page 31 of the **CSEA Classified Handbook**.

UNION STEWARDS

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CSEA Member of the Year



Each year, CSEA presents its Member of the Year Award to a small number of outstanding members. They are recognized for their commitment and dedication to the students of California, community involvement, and activism in CSEA.

The award is presented at the annual conference and usually accompanied by a video tribute to honor their achievement. Nominees must be an active member in good standing. You will be asked to provide job-related skills, examples of outstanding character, community involvement, and to what extent they are active in the chapter.

For example, how much do they volunteer to support the activities of the local chapter.

Nominations Due March 1

<https://csea.com/events/member-of-the-year-nominations>

Victory Club



Join the non-partisan CSEA Victory Club to help us raise vital funds to support classified-friendly candidates running for local, state and federal offices.

Your membership will help support candidates who have received CSEA's endorsement based on their completed questionnaires, voting records and demonstrating strong support for issues of importance to classified employees.

These issues include:

- Protecting Prop 98 and increasing education funding.
- Electing pro-education and pro-labor school board members and community college trustees.
- Increasing pension and healthcare benefits.
- Stopping the privatization and outsourcing of classified jobs to the private sector.
- Standing up for working families.

Join today and help us give classified employees a powerful voice in protecting our rights, retirement and job security.



It's Have-A-Heart month and with the help of our very generous benefit providers, Get Away Today, United Insurance Partners, American Fidelity and SchoolsFirst Federal Credit Union, CSEA's Humanitarian Committee is able to raise funds and make it fun in 2022!

Purchase a ticket (1 ticket for \$10, or 3 tickets for \$20) by calling [CSEA Member Benefits](#) at (866) 487-2732 to enter for chances to win amazing prizes.

For increased chances to win, you can sign up for a new recurring donation via this link or, complete the automatic payroll deduction form as a new recurring donor.

All proceeds raised will go directly to the CSEA Assistance Fund! Not only will you get a chance to win one of the awesome prizes listed, but you'll be giving peace of mind to a CSEA family in need.

Prizes

Win One of The Two - \$2,000 Dream Vacations!

Get Away Today has donated two (2) vacation certificates valued at \$2,000 each, for you and your family to book a vacation from many available choices. Each raffle ticket purchase you make will give you a chance to win one of the two being raffled off. One winner per prize.

Additional Prizes - Thanks to our very valuable and amazing benefit providers, United Insurance Partners, American Fidelity and SchoolsFirst, if you don't win one of the vacations, you'll still be entered to win one of the following items:

- A New 55-inch Samsung Class Crystal UHD AU8000 Series-4K UHD HDR Smart TV with Alexa Built in- donated by United Insurance Partners
- An Apple iPad donated by American Fidelity
- An Apple iPad donated by SchoolsFirst Federal Credit Union

How To Purchase Raffle Tickets - 1 ticket for \$10, 3 tickets for \$20

Call Member Benefits at (866) 487-2732 to purchase your raffle ticket today, or anytime Monday through Friday from 8:30a.m. to 4:30p.m. Tickets are not limited, buy as many as you'd like for a higher chance to win your next vacation and more. You can purchase one ticket for \$10, or three tickets for \$20.

***Final day to purchase raffle tickets is Monday, February 28th, 2022!**

The winner will be drawn during the March Board Meeting on Saturday, March 19th, 2022 and will be notified of their winnings soon after!

*Please Note: raffle ticket purchases are not specific to the items in the raffle. When purchased, you are entered for a chance to win any one of the listed prize items. Order receipts can be emailed to you upon request.

The **2022-2023 Member Benefits Guide** has hit mail boxes the week of January 14th, 2022. This guide offers a summary of the CSEA member benefits and services that come with membership. The timing of the 2022-2023 guide mailing was intentionally rolled out with our new and improved website, at www.csea.com.

Please be advised that most members will need to create a new account using the email address on file with CSEA when attempting to login.

The guide was mailed to all members, retirees and potential members with a suitable postcard for each that includes an attached, perforated CSEA member ID card.

Member Postcard - Includes the member's ID#, Chapter Name, Chapter Number, Area, Region, and Field Office

Retiree Postcard - Includes the retiree's ID#, Council Number, and District

Potential Member Postcard - Is blank and advises them to activate their membership online at www.csea.com/join

Members can view all CSEA member benefits and services at our new and improved website, including the CSEA No-Cost College Program and No-Cost Teacher Credentialing Program! -

Go to www.csea.com for details.

Activate your Membership

Becoming a member is easy!

Just fill out our online application*

JOIN CSEA

[En Español](#)

**Application hosted by HelloSign*

Learn More

Why Join a Union?

Join for better pay, better benefits, better everything! [Learn More](#)

Your Membership Advantage

CSEA gives you the peace of mind you want and the opportunities you deserve. [Learn more](#)

